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Newark, N.J.-Human Rights
Commission
25th anniversary special
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**Newark
Human
Rights
Commission Anniversary**

25th

Special Report

NINETEEN SEVENTY SEVEN ANNUAL REPORT

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Letter To Mayor And Municipal Council

June 15, 1978

To the Honorable Kenneth A. Gibson, Mayor
and Members of the Municipal Council
City Hall
Newark, New Jersey 07102

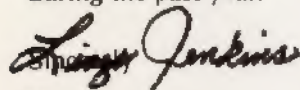
Dear Mayor Gibson and Municipal Council Members:

With great pride and sincere dedication to the principles of the Newark Human Rights Commission, we present our 1977 Annual Report-25th Anniversary Edition. We have attempted to give a synopsis of our accomplishments during our 25 years of existence and summarize our activities for 1977.

The Commission, with the cooperation and support of many local agencies, has continued its fight to protect the human rights of our citizens and to increase harmony between ethnic groups and community organizations.

With your support, the Newark Human Rights Commission will continue to move forward with increasing momentum to eliminate prejudice from our community so that all people may live without senseless restraint.

We wish to thank you and the City Council for your support during the past year.



Linzo Jenkins
Acting Executive Director



Daniel W. Blue, Jr. Executive
Director, Newark Human
Rights Commission, May
1971 to March 1978



Linzo Jenkins,
Acting Executive Director

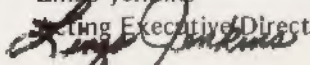
Director's Message

Nineteen hundred and seventy-seven marked the 25th Anniversary of the Newark Human Rights Commission. The Commission has grown to be a model for human and civil rights agencies throughout the country. A great contributing factor to the success of the agency should be credited to Mr. Daniel W. Blue, Jr., Executive Director from May 1971 to March 1978.

Mr. Blue spearheaded the establishment of the Human and Civil Rights Association of New Jersey of which he served as president for two years. He was also instrumental in effectuating the inhouse upward mobility program. Upon the initiative of Mr. Blue, the Commission was able to obtain 706 status culminating in the acquisition of enforcement power through Bill S-1606. Innumerable accomplishments were made under the dynamic leadership of Mr. Blue.

Recognition was given to Mr. Blue for his expertise and dedication in the form of a promotion to the position of Special Assistant to the Mayor early in 1978.

As Acting Executive Director of the Commission, I will strive to continue to carry out the mandate of the Commission.

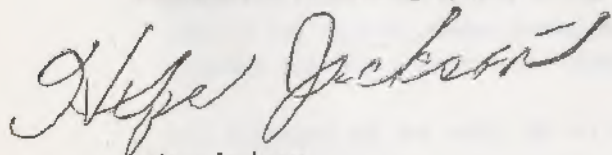
Linzo Jenkins

Acting Executive Director

CHAIRPERSON'S MESSAGE

As chairperson of the Newark Human Rights Commission I have found serving the citizens of Newark both rewarding and challenging. Working with my fellow Commissioners and members of the Commission staff has also been an eventful experience. Commissioners Jean Palumbo and Evelyn Salkin are to be recognized for the important role they played in our 25th Anniversary celebration. They worked tirelessly with me in co-chairing the "Friends of the Newark Human Rights Commission" committee.

The Commission has continued to make giant steps toward uniting Newark's citizens in the common cause of insuring equal opportunity for all. However, we still find instances where newer and more subtle forms of discrimination exist in our community. Much more work still lies ahead of us in our efforts to insure that all our citizens enjoy the rights and privileges granted them by our government.

The most significant contribution to our country's strength and growth is the efforts expended by each individual toward eradicating those elements in our society that prevent other individuals from realizing equality in America.



Hope Jackson
Chairperson

INTRODUCTION

We are proud to present our 1977 Annual Report, our 25th Anniversary edition. In doing so, we have attempted to highlight our activities for the year and give recognition to our progressive accomplishments since being established in 1952. We are continuing our efforts to eliminate discrimination and to ensure domestic tranquility for our citizenry.

We regretfully acknowledge the resignations of two of our Commissioners during 1977. Rev. John R. Sharp, who served as Commission Chairperson for two years, resigned to accept a ministerial position in Maryland and Manuel Geraldo accepted employment with the Federal Government in Washington, D.C. We extend our thanks to the Newark Museum and the Newark Public Library for preparing the commission's historical exhibit in the Library and City Hall Rotunda which commemorated our 25th Anniversary celebration. Special thanks to Charles Cummings, Supervising Librarian, New Jersey Reference Division, for his untiring efforts as a researcher for background information of the Commission.

Our many thanks to the "Friends of the Newark Human Rights Commission" who worked so diligently to make our 25th Anniversary Dinner a memorable occasion. Expressions of thanks also to the business community, elected officials, private and public organizations and all individuals who contributed to the success of this affair.

We would be remiss if we did not acknowledge the legal assistance of our Law Department who was instrumental in the passage of Bill S-1606 in the New Jersey State Legislature, as well as other departments and agencies who cooperated with us throughout the year.

Hopefully, upon perusal of this annual report, you will gain some insight into the Agency's functions and its growth since its inception.

Newark Human Rights Commission

Hope Jackson, Chairperson

Carl Peterman, 1st Vice-Chairperson

Benigno Santiago, 2nd Vice-Chairperson

Evelyn Salkin, Secretary

Leonard Chavis

*Manuel Geraldo

Dr. Russell Greco

Gerard Muench

Jean Palumbo

Johnie Peterson

*Rev. John R. Sharp

Dr. Robert V. Small

Courtney Weekes

*no longer a Commissioner



ANNUAL REPORT STAFF

Dora R. Kinchen

Joyce Antoine

Marie Gonzalez

Ann F. Guarino (Not shown)

Michael Scott (Not shown)

1977 Newark Human Rights Commission Staff

Blue, Daniel W. Jr.	Executive Director
* Anderson, Wanda	Clerk Typist
Antoine, Joyce	Community Relations Specialist
Bailey, Rose	Community Relations Specialist
Banks, Erna	Field Representative
Barnes, Gregory	Field Representative
Bishkoff, Jane	Administrative Analyst
* Bohannon, Margaret	Community Relations Specialist
Bradbury, Michael	Sr. Community Relations Specialist
Brinson, Carl	Affirmative Action Officer
Brown, Foster	Field Representative
Cleveland, Samuel	Field Representative
Coaxum, Leona	Secretarial Assistant
Corbo, Angela	Asst. Affirmative Action Officer
Dellaguzzo, Sandra	Community Relations Specialist
Dowell, Edward	Field Representative
Ellis, Gloria	Personnel Record Clerk
Fierro, Leonardo	Administrative Aide
Gonzalez, Marie	Administrative Analyst
Gonzalez, Santa	Principal Clerk Stenographer
Guarino, Ann	Community Relations Specialist
Guidry, Thomas	Community Relations Specialist
Guzman, Aida	Principal Clerk Stenographer
Higgin-Botham, Miriam	Receptionist/Typist
Holmes, Hickman	Chief Com. Relations Specialist

* Jimenez, Pablo	Community Relations Specialist
Justice, Phyllis	Community Relations Specialist
Kinchen, Dora	Chief Clerk
Mathis, Phillip	Field Representative
Martinez, Alma	Field Representative
Nicholson, Norma	Secretarial Assistant
Oliveira, Marie	Field Representative
Olivetto, Angela	Sr. Clerk Stenographer
* Perez, Nelson	Community Relations Specialist
Piaskowsky, Robert	Community Relations Specialist
Quinones, Julio	Field Representative
* Reid, Reginald	Community Relations Specialist
* Roman, Miriam	Secretarial Assistant
* Rosa, Justino	Community Relations Specialist
Scarlata, John	Community Relations Specialist
Scott, Michael	Field Representative
Scrimmager, Joseph	Sr. Com. Relations Specialist
Slaughter, Diane Mosley	Community Relations Specialist
* Sumner, Janet	Community Relations Specialist
Taliaferro, Edward	Field Representative
Trugman, Anne	Secretarial Assistant
Wiley, Yvonne	Field Representative
* Wilson, Margaret	Clerk Typist
Wynn, Rufus	Community Relations Specialist

*No longer employed by the Commisison

History

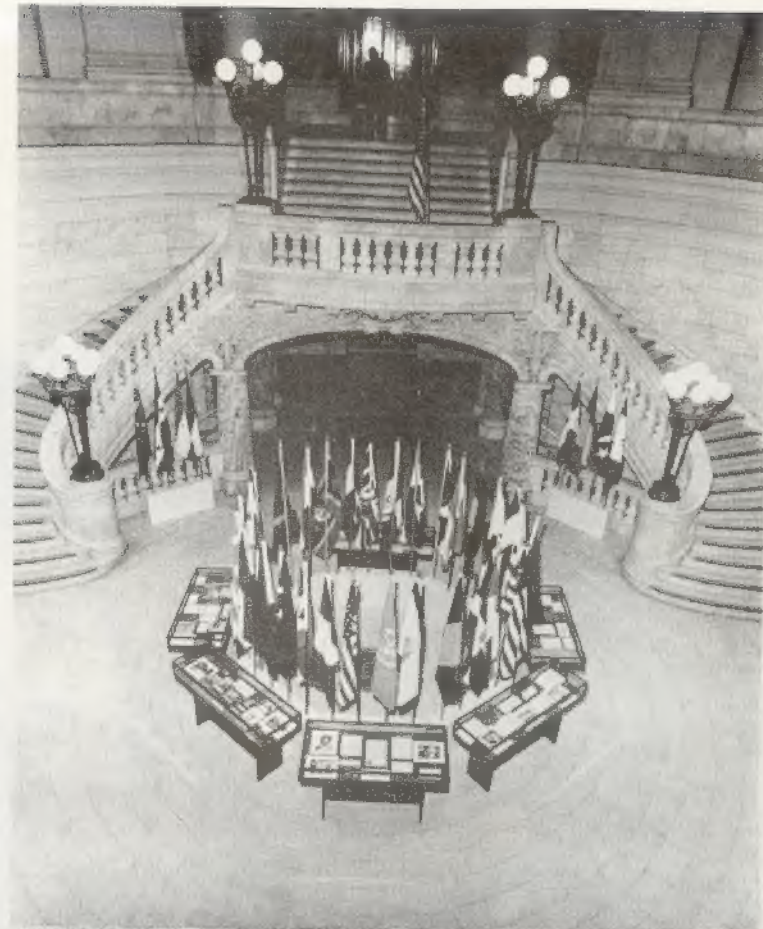
25th Anniversary display in City Hall Rotunda

The twenty-fifth anniversary of the Newark Human Rights Commission was celebrated in 1977 with a variety of activities. The Commission's monthly meetings were successfully brought into the community and special seminars on vital issues in human and civil rights, were held throughout the year. The culmination of these events was a dinner at Thomm's Restaurant to honor present and past Commissioners, and to celebrate the Commission's twenty-five years of service to the community.

The Commission having been in operation now for 25 years, has developed from a small group established to foster good will and harmony within the city, to become one of the largest municipal human rights agencies in the nation. Its jurisdiction now extends over those discrimination complaints in housing, public accommodations or employment which originate in Newark, three innovative Affirmative Action plans, and a broad range of community relations activities. In addition, the Commission now has two official subcommittees, the Affirmative Action Review Council and the Committee on the Status of Women.

The history of the Newark Human Rights Commission is one of growth and progress in a rapidly changing city. On October 15, 1952, the City of Newark joined other municipalities throughout the country in establishing an edict to guarantee its citizens peace, harmony, and domestic tranquility. To meet this challenge, the Mayor's Group on Inter-Relations was established. This panel was organized with fifteen members appointed by the Mayor, with each member serving a term of five years or until their qualified successor was appointed. These members served, as they do today, without compensation.

For ten years, the Group concentrated on eliminating prejudice and discrimination through educational programs and human relations training. By its tenth anniversary however, it was realized that the Mayor's Group had to broaden its scope in order



to encompass the growing demands of the public. It was for this reason the Group's name was changed in 1962 to the present name "Newark Human Rights Commission." With the name change, the Commission's role grew to include requests for federal funding to help solve the increasing social problems, and initiations of several significant pilot projects.

The new decade of the 70's introduced yet another role for the Commission. In December of 1971, the Commission acquired power to enforce its fight against discrimination when the Blockbusting Ordinance was passed by the Municipal Council and placed under the jurisdiction of the Commission. With the passage of the Fair Employment Practices Ordinance and the Fair Housing and Public Accommodations Ordinance in 1972 and 1973 respectively, the strengthening and expansion of enforcement power became one of the primary goals of the Commission.



Guest Speaker Edward J. Lenihan, Vice President of Public Service Electric and Gas Co.; Daniel W. Blue, Jr., Director NHRC; Grace Malone, Director, HUD Region II; Vernon Potter, Director, SDCR

Staff and guests at the NHRC 25th Anniversary Dinner



In 1974, with this goal of improving its enforcement power in mind, the Commission entered into a Memorandum of Understanding with the New Jersey Division on Civil Rights. This Memorandum of Understanding enabled the Commission to coordinate its enforcement activities with the Division under the New Jersey Law Against Discrimination. This cooperation between the two agencies led to the standardization of intake and other forms in 1975.

1976 was a most successful year for the Commission in expanding its enforcement powers. The Commission commemorated the nation's Bicentennial in January by including physical and mental handicap — sex and marital status as bases of discrimination in its basic mandate Article II. Also in January of "76", in keeping with International Women's Year, the Committee on the Status of Women was established by the Municipal Council and city administration as an adjunct of the Newark Human Rights Commission.

In 1977, several legislative advancements took place. The approval of Senate Bill 1606 by the Assembly in early April has marked 1977 as one of the most progressive years the Commission has experienced in legislative advancement. Gratification for years of tedious planning and coordination to make this advancement in enforcement powers became a tangible reality when Governor Brendan T. Byrne's Senate Bill 1606 was passed into law with the City Council Chambers providing the setting for this highlight.

The passage of this legislation permits the Attorney General's Office to delegate to the Commission the power to investigate complaints and conduct conciliation hearings in accordance with the provisions of the New Jersey Law Against Discrimination. In conjunction with the powers mentioned above, the Commission will also be enabled to conduct hearings, to subpoena witnesses, administer oaths, take testimony, and conduct discovery procedures which includes the taking of interrogatories and oral depositions.

The findings and conclusions of the Commission resulting from the exercise of the foregoing powers will not constitute a final administrative decision, but will be submitted to the Director of the State Division on Civil Rights who may rely and act thereupon in accordance with the New Jersey Law Against Discrimination.

These changes will not become effective until the rules and regulations providing the implementation for the new enforcement powers are revised. These revisions are currently being developed by the Attorney General's Office. Once the rules and regulations are designed to govern a municipal office, the Attorney General may then delegate the additional powers to the Commission.

Upon the delegation of these powers, the Newark Human Rights Commission will become eligible for 706 deferral agency status with the Equal Employment Opportunity Commission. When the Commission qualifies, it will be entitled to federal funding to assist the Equal Employment Opportunity Commission in carrying out the mandate of Title VII of the Civil Rights Act of 1964 and the Equal Employment Opportunity Act of 1972.

signing of bill S-1606



Left to right: Director Daniel W. Blue, Jr., Mayor Kenneth A. Gibson, Governor Brendan T. Byrne

Director's Office



Left to right: Diane Mosley Slaughter, Leonardo Fierro, Director Linzo Jenkins, Norma Nicholson, S. Iris Gonzalez

The Director's Office is the administrative arm of the Newark Human Rights Commission. It is through this office that agency policy, directives, programs and the coordination of all units are administered.

To ensure that all Commission activities are expeditiously carried out, unit supervisors meetings are conducted once a week, executive staff meetings are conducted bi-weekly and general staff meetings are conducted once a month. These meetings act as a forum for staff members to exchange ideas, information and instructive material.

The Director is exceedingly aware of the chameleon role the Commission must play in order to maintain a high level of service

to the community. In order to perceive these changing trends, the Director maintains open lines of communication with the Mayor, members of the Municipal Council, other Directors and Community Groups. These lines of communication serve as avenues for the development and incorporation of innovative programs which are designed to accommodate areas of need in the City of Newark as they appear.

This transmittal of information is the basis for the proper evaluation and amendment of services the Commission provides. Therefore, constant assessment of services is a vital facet of the Director's Office operations, for it guarantees the highest standards possible in all Commission endeavors.

Administration, Records Clerical Unit



Left to right: Angela Olivetto, Leona Coaxum, Dora Kinchen, Gloria Ellis, Aida Guzman, Miriam Higgin-Botham, Marie Gonzalez (center).

Administration, Records, and Clerical Unit is an integral part of the function of the Human Rights Commission. It is this Unit that keeps the wheels of the Agency turning.

This Unit receives assignments from the Director, assists with the budget, prepares purchase orders, monitors office expenditures, prepares various monthly reports for this agency and for other departments. Unit members also attend meetings.

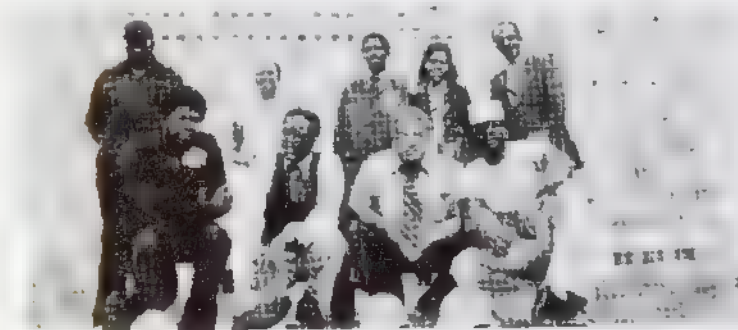
Among the many responsibilities, this unit produces ninety-five percent of all typing, including the design, preparation of drafts and programs sponsored by the Commission, as well as programs co-sponsored with other agencies.

Being one of the oldest and largest human relations agencies in

the country, our organization has become a resource center for those interested in human and civil rights information. Numerous written and telephonic inquiries are handled by this unit.

In 1977 changes were implemented in the record filing system to embrace the growth of the Commission. The main objective is to enhance the current system, thereby providing a more effective central records-system operation for the entire agency. The new system is grouped into five major categories with subdivisions, thus making the filing and retrieving system more accurate than in the past. The new record system will be in full operation in the near future and we anticipate that it will serve, perhaps, as a model for other city agencies.

Affirmative Action Unit



Equal employment opportunity is the law. It is mandated by Federal, State and Local legislation, Presidential Executive Orders and definitive court decision. However, there remains a need for employers to go beyond the establishment of "non-discriminatory" policies.

Experience has shown that many discriminatory practices remain so deeply ingrained in our basic institutions that these practices continue to have an unequal affect on certain groups in our society, even when the employer has no conscious intent to discriminate. Therefore, there is a great need for positive *affirmative action* to remove these discriminatory practices.

The major component of any Affirmative Action Program is to recognize barriers and remove them. Affirmative Action also means aiding persons who have historically been discriminated against in becoming qualified for jobs on equal basis.

The City of Newark recognizes that an effective Affirmative Action Program not only benefits those who have been denied equal employment opportunity but will also greatly benefit our structure, which has often underutilized the great reservoir of human resources and skills among minority groups and women. In 1977 the Newark Human Rights Commission was responsible

for maintaining an Office of Affirmative Action which, in turn, was responsible for implementing three Affirmative Action Programs for the City: the City of Newark Affirmative Action Program for Construction, the City of Newark Affirmative Action Plan for City Contracts, Leases and Franchises, and the Affirmative Action Plan for Municipal Employees.

All tax-abated construction sites are monitored daily by the field representatives of the Office of Affirmative Action. Contractors are required to employ minorities and women throughout each job classification and each trade on all sites.



The year 1977 saw the creation of an Affirmative Action Program for Municipal Employees. The goal of this Affirmative Action Program is to achieve a city work-force in all job categories that is reflective of the available labor market in the City.

The Newark Human Rights Commission, Office of Affirmative Action, is looking forward to implementing an Affirmative Action Plan for Minority Contractors where affirmative practices and procedures will enhance the objective of minority contractors, suppliers and vendors participation in all contracts awarded by the City of Newark.

Office Of The Chief



The Office of the Chief is responsible for the Administrative details and overall supervisions of the Compliance and Community Relations Units. Although both Units serve different functions, which are explained on the following pages, there are many duties that they co-share. For instance, both units investigate referrals from other agencies; work together in developing solutions in times of crises; coordinate programs and accept telephone and walk-in complaints.

This year the Compliance and Community Relations Units have investigated and/or advised: 1,097 walk-in complaints, 51 Director's/Council referrals, 37 Mayor's referrals and 6 Consumer Action referrals.

<u>Caseload</u> <u>1977</u>	<u>Open Pre-1977</u>	<u>Open in 1977</u>	<u>Closed</u> <u>in 1977</u>
Employment	17	21	14
Housing/P.A.	2	1	3
Blockbusting	8	10	7
Police Relations		1	

COMPLIANCE UNIT

The Compliance Unit investigates cases of discrimination in housing, employment, public accommodations and blockbusting. The anti-discrimination laws ensure the rights of each individual to employment, housing and the use of public accommodations without prejudice based on race, creed, color, national origin, ancestry, age, sex, marital status, liability for military service, and mental or physical handicap.

Any person who believes he or she has been discriminated against in any of these areas by any establishment located in the City of Newark, may file a complaint with the Newark Human Rights Commission. The complaint must be filed within 180 days of the date of the alleged act of discrimination.

At this time, a community relations specialist will listen to the complaint. If the complaint falls within the scope of the Commission's jurisdiction, it will be recorded on intake forms. If the complaint does not fall with the Commission's jurisdiction, the case, when applicable, will be referred to an appropriate agency or processed as an informal complaint.

The intake forms, once completed, are reviewed by the senior community relations specialist in charge of the Compliance Unit. If the case involves a violation of a City Ordinance, or the State law on discrimination, it is assigned to a specialist for investigation. The complaint will then be recorded as a verified complaint, signed by the charging party known as the complainant, notarized and assigned a case number.

The verified complaint identifies the complainant and respondent, briefly states the allegations and describes the degree of relief being sought.

A copy of the complaint accompanied by a cover letter is then sent by certified mail to the respondent, the person being charged. The respondent is notified that he or she has five (5) working days to be utilized in answering the charges before an investigation is pursued.

A Pre-determination settlement may take place, at any time, before a finding is made. This settlement is not an admission of guilt and must be agreed upon by both parties. The settlement usually includes relief for the complainant and once implemented, the case is closed without the formalities involved

in a complete investigation.

When a Pre-determination settlement is not possible, the investigator continues to collect data necessary for a thorough analyzation of the allegations presented in the case.

The investigator is required to submit bi-weekly case progress reports to his/her supervisor. The supervisor reviews the report with the investigator and may propose alternate avenues of investigation.

The tools of the investigator used in formulating case evidence are testimony ascertained from the respondent, complainant, witness and union representatives when applicable; receivership of valid documents, statistical data and the implementation of interrogatories.

After all pertinent data is collected a complete analyzation of the evidence is conducted. If the investigation reveals that the allegations are unfounded then the Director issues a finding of No Probable cause with both parties being notified by certified mail of the determination. It is within the complainants rights to appeal such a finding, at which time the case will be reviewed again. The case is then closed.

In some instances a complaint may be disposed of and its file closed for one of the following reasons:

- Failure to pursue by the complainant.

- Withdrawn by the complainant.

- No jurisdiction.

- Withdrawn by the Executive Director.

However, if it is determined by the Director that reasonable grounds exists to uphold the allegations, a finding of Probable Cause is issued. The case will then be forwarded to the Special Services and Information Unit for concilation.

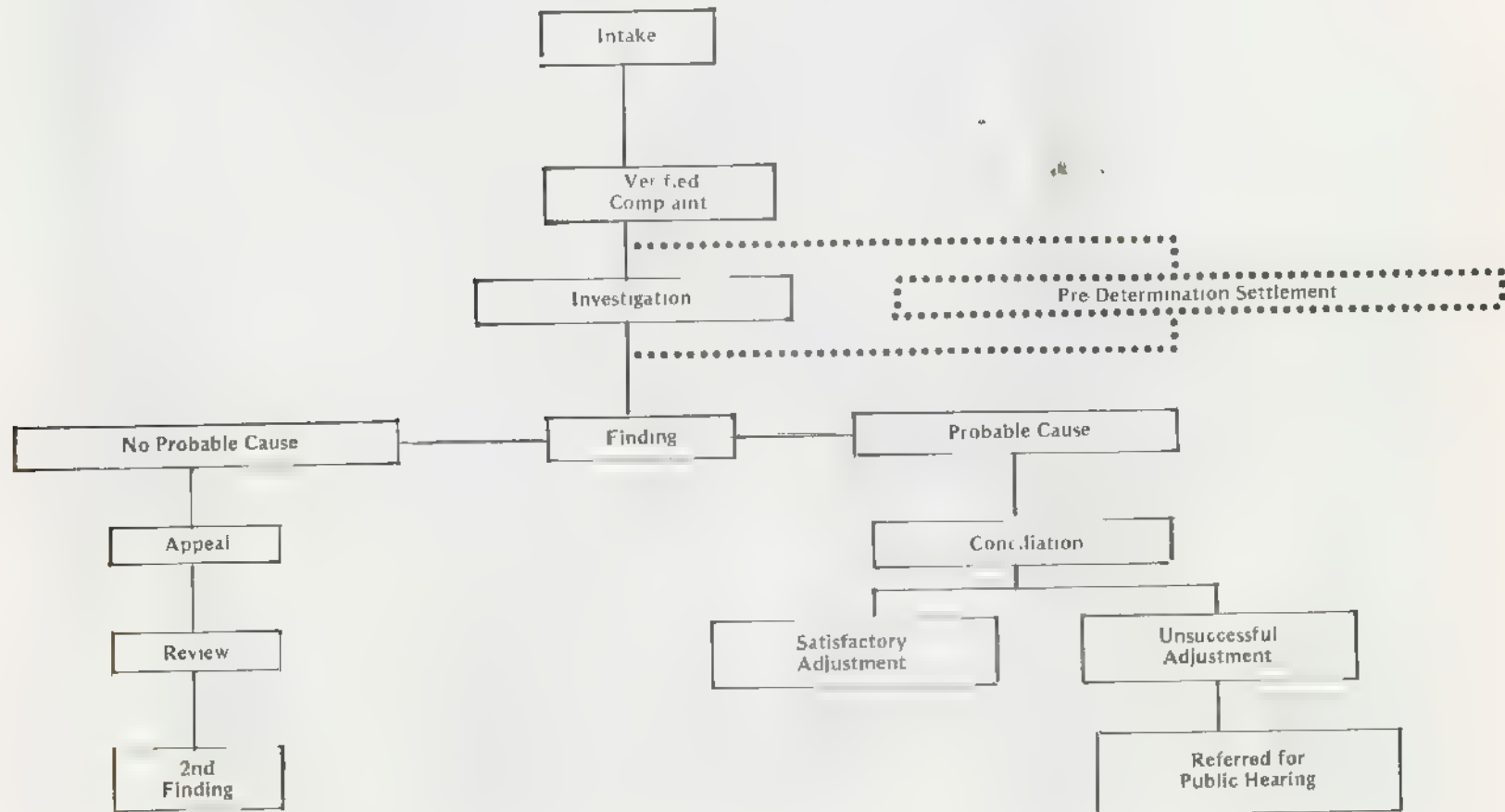
The conciliation conference is an informal attempt to come to an agreement between the complainant and respondent. A successful conciliation agreement does not indicate an admission of guilt on the part of the respondent, but does grant relief to the complainant. The agreement then becomes an official part of the case record and is considered closed.

If the concilation is unsuccessful, the case is referred to the State Division on Civil Rights and through their standard procedure is brought to public hearings.



Left to right: Michael Bradbury, Sandra Dellaguzzo, Rose Bailey
(not shown) Ann F. Guarino

INVESTIGATIVE FLOW CHART



COMMUNITY RELATIONS

The City of Newark, more than any other city in the Garden State, can be compared to a melting pot brimming over with sundry ingredients. With such a large number of people with different racial and ethnic backgrounds, different goals and aspirations, different problems, and different coping patterns, the formation of separate and distinct groups is quite inevitable.

Most of these groups have a definitive and constructive purpose in the city, but just as surely as conflict arises between individuals it can, on a larger scale, arise between groups as well. The primary operational function of the Community Relations Unit then is to curtail and eventually eliminate tension arising when group conflict exists.

The methodology employed to achieve this goal is multi-faceted:

1. Complaints are investigated quickly and efficiently.
2. Any registered complaint which does not fall under the purview of the Newark Human Rights Commission is referred to the proper agency.
3. Follow-up work is done on all referrals to ensure that the cases have been properly attended to.

To aid the specialist in obtaining the above listed goals, the Community Relations Unit maintains open lines of communication between the various groups and agencies in the city. In this way, the unit can maintain a close and constant scrutiny of potential tension-producing situations.

Whenever necessary, the unit plays the role of the impartial mediator — setting up meetings between groups so that negotiations can be facilitated with increased expediency.

The following is a highly abridged summary of the events that have transpired under the jurisdiction of the Community Relations Unit.

In view of the fact that prevailing attitudes of students in the Newark school system reflect, to a great extent, the attitudes of the people in the surrounding community, the Community Relations Unit is responsible for monitoring activities in the public schools.

Also, as a mandate of the Commission, the Community Relations Specialist has the responsibility of monitoring public housing tenant elections as non-partisan observers. Most of the elections were carried out in a smooth and orderly fashion. However, in a small number of cases, the situation was a bit more complicated. When differences arose, compromise coupled with conciliatory measures, were instituted between opposing tenant factions by unit members.

In addition to monitoring elections, the Community Relations Unit offers other services as well. For example, a public housing association requested the presence of the impartial representation of the Newark Human Rights Commission to hear its grievances concerning their living conditions. Due to the urgent nature of the grievances, copies were relayed to the Director of Housing, the Health Director and the Mayor.

Unit members were also instrumental in the amelioration of a number of individual complaints. For instance:

1. The reimbursement process was more speedily initiated for people who had unwittingly purchased money orders from the bankrupt Universal Money Order Company.
2. A social security complaint was resolved when the complainant was awarded \$5,000.00 that she had been trying to collect for two years.
3. Complaints concerning the lack of, or total absence of, heat were referred to Code Enforcement with follow-up work being done in all cases.
4. Inmates who had contacted the agency seeking employment information upon anticipation of release were referred to the proper agencies.
5. Unit members met with a council member and representatives of the Hispanic Community concerning allegations of harassment and discrimination leveled against a day care council, its administrators, and its board of directors.



Community Relations Unit: left to right: Thomas Guidry, Rufus Wynn, Elba Andino.
(not shown) Joseph Scrimmager

Traditionally, Newark schools have served as a barometer for measuring the city's crisis potentiality when tension in the community has been high; it inevitably has affected the temperament of the students thereby disrupting the educational process. The Human Rights Commission, being a major city entity that monitors and attempts to conciliate such explosive situations has, prior to 1977, assigned staff members on a parttime basis to establish Human Relations Councils in the high schools on a limited basis. Also they were able to deal with complaints concerning city services.

In view of the excessive demand to have services rendered, a cooperative effort was exerted between the Commission and the Board of Education to write a proposal allowing Human Rights personnel to be assigned on a full time basis to the more problematic schools. These personnel would not only be responsible for citing and alleviating the tension situations in the community; but they would also be responsible for protecting the rights of the entire school population. The proposal was funded through the Mayor's Office of Employment and Training permitting six field representatives to be assigned to Barringer, Central, and Vailsburg high schools; and Broadway, Clinton Place, and Webster junior high schools. The remaining five high schools are covered by regular staff members on a part-time basis.

Consequently, our present thrust has been to move from the stage of crisis intervention to preventive maintenance, but again only on a secondary level. Budgetary restraints and limited manpower have only allowed us to intervene during crisis situations where elementary schools have been involved.

It is the aim of this School Program to stimulate the Newark community's interest in an understanding of human rights broadly defined and in particular to guide them to:

1. Appreciate the potential promise, as well as the limitations of the Newark School System and the Newark Human

Rights Commission, and their responsibilities in the City of Newark.

2. Arouse an awareness of how the different structures within the city relate to the educational process.
3. Develop a better link of communication among the students, administrators, faculty, community members and the different municipal structures within the city.
4. View issues of social and human relations, especially those involving school activities, from a sociological point of view, putting them in a perspective that will encourage early, effective solution.
5. Continue developing Human Relations Councils within the schools.
6. Guide Newark residents to become self-reliant and motivate them to be able to assist their respective communities in reaching the different existing resources for their betterment and improvement.

The Field Representative is at once a non authoritarian and non disciplinarian agent placed in the school system to protect the basic and well defined human rights of, not only the students and school personnel, but the members of the surrounding community.

The Field Representative, however, works primarily with students. During the months that the Field Representatives have been in their designated schools, they have personally seen and been told of numerous accounts of infringements upon the rights of the student. These violations usually occur in the school, but many times have origins in the home or the surrounding community. Regardless of where the violation has supposedly occurred, all legitimate claims must be investigated. There have been reported cases, as simple as student tension, to extremely complicated ones such as child neglect or abuse.

Many problems can be solved by a simple compromise between two parties with the field representative playing the part of the

Continued on page 23

Special Project ○ Adelphi ● Newark Cluster

During the school year of 1977-78, the Newark Board of Education applied for a grant from the U.S. Office of Education, which provided assistance in the area of developing viable programs to combat the multifaceted problems of youth. The Adelphi University National Training Institute. (A.U.N.T.I.), one of five regional training centers, was the sponsor servicing Newark.

The institute's program consisted of three components: pre-training interview of teams; a 12-day residential training workshop; and subsequent field support or technical assistance after teams returned to their communities. The pre-training session involved setting up teams, each of which consisted of school personnel, students, parents, police personnel and Human Rights staff. The targeted schools that were represented were Quitman Elementary, Morton Elementary, West Kinney Junior High and Central High, all of which feed into one another.

In general, the residential training component had the following objectives:

Providing an in-depth understanding of crime and disruption:

psycho-social factors which lead to crime and disruption in school programs.

- Increasing participants' awareness of how attitudes and values contribute to the syndrome of crime and disruptive acting out behavior and how they can influence the success or failure of primary prevention, and early intervention programs.

Increasing and strengthening the participants' ability to understand and identify their local and regional resources and develop procedures for utilizing them.

The ultimate objective is to train personnel to focus their efforts on the causes of crime and disruption and to develop programs that respond to these causes. Through such programs, young people will be less likely to become society's casualties and more likely to become responsible, self-reliant, productive citizens.

The final component, field experience, involved each team working to implement the action plan they developed during their residential training. The aims of the Quitman team's

program was to strengthen the ties between the school and community by directly involving parents in the classroom situation. The Morton team chose to develop supervised activities for their students during lunch time so as to avoid, or at least cut-down on the mischievous behavior.

On the secondary level, the Central team assisted the West Kinney team in providing a Staff Development Workshop for Police, Human Rights and Board of Education administrators, inclusive of West Kinney personnel. The Central team is presently working with their school principal to develop a viable program that will meet their unique needs. The West Kinney team chose to bridge the gap between their school and community while working to deter the excessive incidents of suspension. They established a community planning board, which worked on a follow-up on suspension program.

Presently the Adelphi/Newark Cluster is working on a joint project that will impact students from all four schools and on an individual basis, assist the students with developing academic and personal problem solving skills.

In terms of the efforts exerted by the cluster members upon

their return to Newark, a Planning Council model was developed to facilitate communication among the teams.

The model consists of team leaders and contact persons from each team. Rufus Wynn of the commission staff and Earnestine Dinkins represent Quitman Elementary school; Thomas Guidry staff member and Arlene Kelly represent Morton Elementary school, Mary Marshall and George Thomas represent West Kinney Junior High school; and Hayward Miller and Marion Holmes represent Central High school. The responsibility of supervising cluster activities is handled by Joyce Antoine, staff member, who is Cluster Coordinator. Ameka Manuwuiké is the Board of Education's appointee who handles the paper work associated with cluster projects.

This Planning Council model has presently been adopted by A.U.N.T.I. to be utilized by various clusters throughout the United States thereby giving the Newark Cluster national recognition. The accomplishments of the cluster could not have been achieved without the cooperation of school and police administrators, and of course the support given by the Human Rights Commission.

PANELISTS AT INTRA-OFFICE WORKSHOP "JUSTICE DELAYED IS JUSTICE DENIED"



Stanley Husid, Office of Dispute Settlement, Public Advocate; Grace Malone, H.U.D.; Vernon Potter, New Jersey Division on Civil Rights; Joseph Ford, United States Department of Justice; Rowland H. Copeland, E.E.O.C.

mediator. Others, however, do not fit into this category. Referrals are oftentimes extensive and follow-up work is necessary. Extended private consultation is, in many cases a must, especially when tension situations exist in the school or community.

In some cases, the student actively seeks out the field representative just to converse. Being able to talk to someone, to release bottled up inner tensions is almost as important as the solution itself. No other school personnel has the time to perform all of these functions in addition to his/her regular duties.

When the students' frustrations are alleviated by either finding a solution to their problems or simply getting it off their chest, they can devote their time to studies rather than waste it because of preoccupation with problems that, in most cases, have a simple enough solution.

At Clinton Place Junior High School encounter group sessions have been set up in which the students directly involved in the conflict situation are seated in a circular pattern and discuss, amongst themselves, the problem and the best remedy. In almost all of the cases, they have come upon the most appropriate and just decision for everyone involved with only subtle or disguised direction from the field representative.

In addition to the above, the Field Representative is responsible for the formation and maintenance of the Human Relations

Council which is made up of elected or chosen student members. The council assists the field representative in investigating and attempting to solve problems which are not of a personal or confidential nature. These problems usually affect a large body of the school population and/or community members. For instance, many of the councils attempted to find solutions to the chronic hat-wearing problem in the schools, and the problem of students who constantly cut classes.

The Human Relations Councils not only deal with problems on a larger scale, but they have also undertaken community projects as well. In other words, the students under the guidance of the field representative, have volunteered their services to organizations or people in the surrounding community. In addition to providing some kind of volunteer service, they have also made donations to the needy or hospitalized.

The councils at the schools are attempting, by the implementation of various programs and activities, to involve everyone in the crusade for human rights.

These are just a few of the many positive contributions that the field representatives have made since their incorporation into the school system. The results prove beyond a shadow of a doubt, that they are a vital mechanism to the school system's well being and one in which that system will be hard pressed to do without.

Special Services & Information Unit

The Special Services and Information unit is the research and planning arm of the commission. More specifically, this unit is responsible for developing and preparing the agency's budget. Reports on the overall activities of the agency, such as they mayor's monthly report, are prepared by this unit.

Annually, the commission has the responsibility of reporting to the federal government statistical information relative to all municipal employees (EEO 4 report).

This unit handles public relations activities, whether it be outreach to ascertain community participation or press releases informing the citizenry of programs we are sponsoring. In this same vein, we act as liaison between city government and various organizations inclusive of the Human and Civil Rights Association of New Jersey, the League of Municipalities, the Board of Education, Committee on the Status of Women, and the United Nations Association.

In the area of planning, the unit conducts surveys and develops proposals whereby services to Newark residents can increase, of course, in such cases, the area pursued is relative to the need that has been identified.

In addition, the Special Services and Information Unit is responsible for conciliation activities in an attempt to process discrimination cases before they reach the public hearing stage.



Jane Bishkoff and Joyce B. Antoine
(not shown) Phyllis Justice

Employee Of The Month

Being recognized for a high standard of job performance follows very closely with enjoying the kind of work an individual must perform.

When individuals perform at the peak of his or her ability there is an obligation to salute their effort. The Newark Human Rights Commission recognizes this obligation, and in order to meet it, appoints a yearly panel called the Employee of the Month Committee.

This committee is composed of commission employees appointed by the Director. By using a prescribed set of criteria, the committee evaluates employee performance and submits a monthly suggestion to the Director as to who is most deserving of the honor of being selected as employee of the month.

The set of criteria by which the individual job performance is evaluated are: knowledge and ability; dedication; initiative; leadership; innovative approach; attendance and promptness.

This procedure is culminated each year by selecting an employee of the year. The selection is done in the same fashion as that of the employee of the month.

Congratulations to these shining individuals who so richly deserve our praise for a job well done.

Employees of the Month

January	Ms. Anne Trugman
February	Mr. Joseph Scrimmager
March	Ms. Dora Kinchen
April	Ms. Miriam Higgin-Botham
May	Mr. Samuel Cleveland
June	Ms. Joyce Antoine
July	Ms. Norma Nicholson
August	Ms. Angela Corbo
September	Mr. Robert Piaskowsky
October	Mr. Carl Brinson
November	Ms. Gloria Ellis
December	Ms. Angela Olivetto

Employee Of The Year



Phyllis Justice

Ms. Justice was selected for:

- ... Her ability to get along with fellow employees.
- ... Her precision and quality of work.
- ... Her superior attendance record.
- ... Her thorough knowledge of the commission and the workings of the city government.

Conferences

Meetings Training Sessions

From a psychological standpoint, meetings, conferences and training sessions are certainly not emotional words, and if one takes them out of the proper context to be studied individually, they can easily be taken for granted.

On the other hand, when one takes these same words into consideration along with what the Newark Human Rights Commission stands for, the principles it upholds, and the very manner in which it operates it becomes crystal clear that the concepts symbolized by these words are not merely of great importance to the agency, but they are its lifeblood.

First of all the Newark Human Rights Commission conducts a variety of in-house meetings. Unit meetings are held on a regular, on-going basis so that individual unit members are kept updated concerning unit progress, accomplishments, and policy changes. The unit meetings also give members an opportunity to present original ideas and new innovative approaches; the introduction of which render individual members more knowledgeable and versatile which, in turn, increases overall unit efficiency.

Entire staff meetings are held so that information can be transferred from unit to unit in a uniform and orderly fashion. The end result being that all staff members are aware of the events which are transpiring in each individual unit.

Meetings are set up between the Commission and other governmental and private agencies, organizations and schools for the purpose of keeping lines of communications open, monitoring tension situations, and exchanging valuable information.

Conferences are attended for consultation and discussion purposes. The knowledge acquired at these conferences greatly expand employee range of vision in many diverse but related areas. Staff members are also kept abreast as far as changes in human and civil rights issues.

Obviously, the Commission is a many faceted agency and it operates in such a way that the members of which it is comprised must be well rounded individuals who are thoroughly tutored in a variety of different approaches. Thus, training sessions are a definitive and mandatory aspect of Commission activity.

These training sessions are designed to cultivate, not only organizational development, but individual employee development as well. Indeed, the Commission is sensitive enough to discern the fact that the whole is only as good as the sum of its parts.

Thus, much time and effort is allotted to the training of Commission members so that they can efficiently and expediently serve the needs of the people.



Commissioners Monthly Meeting Kilburn Church — West Ward

The following is a list of the conferences and training sessions attended by Commission staff during the year of 1977.

1. Office of Dispute Settlement
Public Advocate's Office
2. Affirmative Action Seminar
Rutgers University
3. Health Fair
NBC/Prudential Insurance Co.
4. Housing Conference
Holiday Inn
5. Sharpening Secretarial Skills
City Hall
6. Executive Forum Seminar
Unemployment: It's Impact on Community Life
Prudential Insurance
7. Office of Contract Compliance
Federal Plaza, N.Y.
8. Newark Emergency Service for Families
Conference
9. Investigating Training
Division on Civil Rights
East Windsor, N.J.

Committee On The Status Of Women

In lieu of the city's compelling need to publicly address the unrelenting concerns of women, a subdivision of the Human Rights Commission, the Newark Committee on the Status of Women, was established in 1976.

The Committee consists of nine members who were appointed by the mayor. Ms. Larrie Stalks serves as the Chairperson, with Ms. Carol Graves as Vice Chairperson and Domitilia Dos Santos as Secretary. Other members include Ms. Hope Jackson, Ms. Ruth McClain, Ms. Susan Barone, Mr. Leonard Chavis, Ms. Ana Teresa Barrios and Ms. Jean Palumbo.

The Committee on the Status of Women works for the common goals of all women by eliminating any identifiable forms of insidious discrimination. The committee is comprised of four subcommittees that deal with areas of major concern:

1. Economic Development
2. Legal and Women's Advocacy
3. Program Development
4. Employment Development

In realizing how important it is to have broad based support of all segments of the community, in order to heighten the awareness of sexism in our society, the Program Development subcommittee held a special symposium entitled "Women: What Do We Really Want?"

The symposium was held in September of 1977 at Essex County College. Women of local prominence, inclusive of female activists with backgrounds in areas that specifically concern Newark women, were the featured presentors. During the course of the day, the presentors addressed themselves to pressing concerns in the following categories:

- Deserted Mother
- Abused Women
- Rape
- Women and Money Management
- Women and Health
- Women in Politics
- Teenage Troubles
- Female Offenders
- Women and Men
- Elderly Women

In the years to follow, the committee will continue to be responsive to the needs of women.

Community Involvement

In addition to those legal enforcement activities with which the commission involves itself, we also concern ourselves with community development programs.

Within this section of the Annual Report is an overview of those community development programs the commission was involved with during its 25th anniversary year. Our level of participation in the programs, has been directly dependent upon the needs being fulfilled and as you can perceive from the variety of programs, Newark faces a number of unresolved, resurging issues.

Brotherhood Week

The Newark Human Rights Commission annually celebrates National Brotherhood Week by sponsoring a brotherhood awards program. At this time, plaques are given to Newark citizens in recognition of their unselfish contributions for the betterment of his/her community.

The 1977 Brotherhood Award recipients were:

Tony Almeida
William Clark
Marie Colbert
Angie DeMeo.
Eleanor Longus
Philip M. Orlando
James & Maxine Patterson
Rev. Alfonso Roman
Bruno Russo

SEMINAR ON EDUCATION

The Newark Human Rights Commission and the Department of Community Affairs of the Newark Board of Education co-sponsored a one-day seminar entitled "Everyone Has a Role in Education — A Challenge to the People of Newark." The seminar was held on Wednesday, May 11, 1978 at Essex County College.

The program included seven workshops, three in the morning and four in the afternoon, each concerned with a specific issue in the Newark education community. Topics for the workshops were:

- Who Runs the Newark Schools?
- Are the Schools Really For Students?
- Where Are the Other Citizens?
- Parents...Do They Really Care About Education?
- What's Behind the Headlines?
- Is the T & E Law a Positive Educational Improvement?
- Are Students Prepared for the Working World?

Members of the Commission moderated the workshops and staff served as recorders. The panelists were persons from city, county and state government that were involved in Newark's educational process.

The Newark Human Rights Commission made a comprehensive review of the evaluation sheets issued to the conference participants at the seminar. The overall consensus was good. A list of recommendations and resolutions were compiled by our agency and submitted to Mayor Kenneth A. Gibson for his review and possible action.

This successful seminar afforded the rare opportunity for students, parents and teachers to interact with school administrators in an atmosphere of cooperation and joint exploration of issues, and was a challenge to the people of Newark as a call to action.

**it
depends
on
YOU!**

AFFIRMATIVE ACTION SEMINAR

The Affirmative Action Seminar which took place on September 15, 1977, at the Holiday Inn North was sponsored by the Newark Human Rights Commission, Newark Redevelopment and Housing Authority, and the Newark Housing Development and Rehabilitation Corp. The purpose of the seminar was to coordinate and disseminate information to a variety of public and private organizations.

The program's theme was, "The Universal Right to Work" with the Honorable S. Howard Woodson, President of the N. J. State Civil Service Commission, as the keynote speaker. Topics discussed in the workshops were:

- Affirmative Action in Government
- Women in Affirmative Action
- Affirmative Action in Construction
- Legislative Procedures
- Minority Contractors Participation in Affirmative Action
- Corporate Responsibility for Affirmative Action
- O.F.C.C. Rules and Regulations for Affirmative Action
- Construction Training Programs

PUERTO RICAN STATEWIDE PARADE

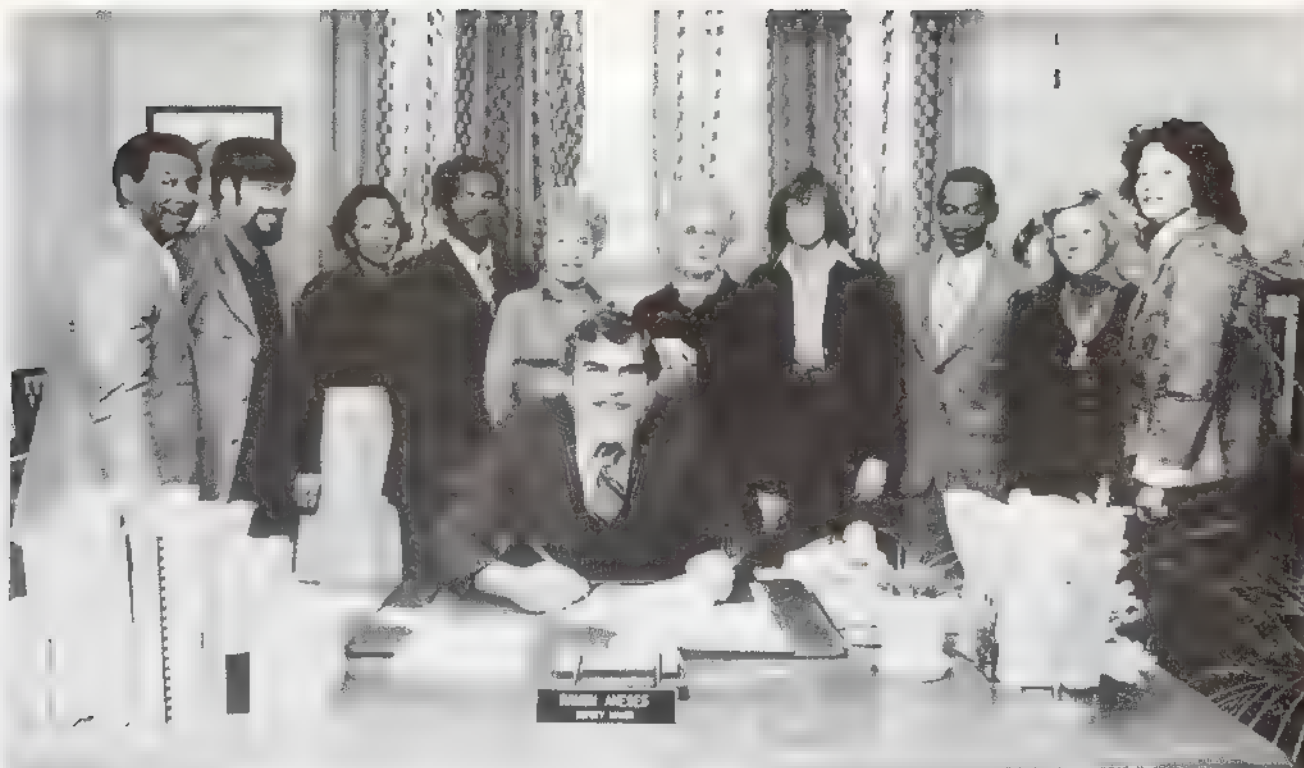
Since the inception of the Puerto Rican Statewide Parade in July of 1963, the Newark Human Rights Commission has served as liaison between the Administration and the Puerto Rican Community.

As a tradition, a City proclamation is signed by the Mayor and a State proclamation is signed by the Governor officially proclaiming Puerto Rican Week. Prior to the arrival of the Puerto Rican dignitaries, a cultural program is prepared in their honor. The Commission actively participates in the coordination of the Mayor's breakfast and the annual banquet.

The Puerto Rican Statewide Parade is always held on the Sunday following the 25th of July which commemorates the anniversary of the Commonwealth of Puerto Rico.



Recipients of the Newark Human Rights Commission Scholarship Award



HUMAN RIGHTS DAY

Signing of Human Rights Week Proclamation

On December 10, 1948, the General Assembly of the United Nations adopted and proclaimed the Universal Declaration of Human Rights. In commemoration of this event, the week of December tenth is celebrated internationally as Human Rights Week; thereby recognizing the inherent dignity and inalienable rights of all members of the human family.

Newark's festivities for 1977 were initiated by the Mayor's proclamation of Human Rights, culminating in the commission's presentation of Community Service Awards, during an assembly program. The theme for this year's program was, "The Right to Receive an Education," with Mr. Alonzo Kittrels, Acting Executive Superintendent of Newark Schools, as the keynote speaker.

Those students who had shown consistent involvement in community service activities, were selected to compete in an essay contest. Five nominees were submitted by each high school with the commission making the final decision as to

whom was most deserving. Winners were awarded a two hundred dollar scholarship and runner-ups received one hundred dollar scholarships. Recipients of this year's award were:

Ernest Jones, Arts High
 Beatrice Knight (Runner-up), Arts High
 Margo Baskerville, Barringer High
 Jimmy Luciano (Runner-up), Barringer High
 Shahid Samad Watson, Central High
 Larry Heyeck, East Side High
 Magdalena Torres, Malcolm X Shabazz
 Kenneth Johnson, Weequahic High
 Patricia Brantley, West Side High
 Kevin Simon, Vailsburg High

With continued positive reinforcement, it is expected that these students will become productive leaders in the struggle to improve the City of Newark.

HUMAN AND CIVIL RIGHTS ASSOCIATION OF NEW JERSEY

The Human and Civil Rights Association of New Jersey was created in 1973.

Since the inception of this statewide organization, the Newark Human Rights Commission and Commissioners have been very much involved.

City, State and Federal Agencies, as well as representatives from the private sector, comprise the Human and Civil Rights Association membership.

Mr. Daniel W. Blue, Jr., Director of this agency, served as president for four years.

Regular monthly meetings are held throughout New Jersey at which time civil rights issues across the state are discussed as well as interchanging of ideas and information that are valuable to members involved in the field of human and civil rights.

A yearly conference is held in conjunction with the annual membership meeting. This year's conference was held October 5-6-7, 1977 at LaConcha Hotel in Atlantic City, with the theme being "How Can We Help You? Implementing Our Human and Civil Rights." There were eight workshops which dealt with different areas of human and civil rights, such as news media,

affirmative action, housing, law enforcement, health, education and welfare, treatment of minorities in New Jersey prisons and gambling. The Newark Human Rights Commission staff actively served once again on the program committee.

Six people were awarded plaques for their contributions in the field of human and civil rights in New Jersey. They were: U. S. Senator Harrison Williams, State Senator Wynona Lipman, Newark Mayor Kenneth A. Gibson, Dr. Alfred Blumrosen, Rutgers School of Law, Julius Wildstein, Chief Hearing Examiner, N.J. Division of Civil Rights and Sgt. George Nelson, Atlantic City Police Community Relations.

The Newark Human Rights Commission staff also assisted in the planning of the Human and Civil Rights Association of New Jersey workshop at the New Jersey League of Municipalities Convention held on November 16, 1977 in Atlantic City. The title of this conference was "The Changing World of Atlantic City. The Impact of Casino Gambling on Human and Civil Rights in New Jersey." The guest speaker was Assemblyman William Perkins of Hudson County.

CONFERENCE ASSESSMENT OF NEWARK 1967-1977

The purpose of the Conference was to examine the progress made in Newark since the 1967 riot to the present time.

The Newark Human Rights Commission made a contribution to the community by submitting a written manuscript entitled "Focus on the Puerto Ricans-Hispanics of Newark." The Commission representative prepared and presented this manuscript at an all day conference held by the New Jersey Institute of Technology on October 1, 1977. The information submitted will be included in a new publication, soon to be released, by the New Jersey Institute of Technology.

Justice Delayed Is Justice Denied

Justice Delayed is Justice Denied was an all day seminar held in March 1977 at the Laurel Garden for the Human Rights Commission and Staff.

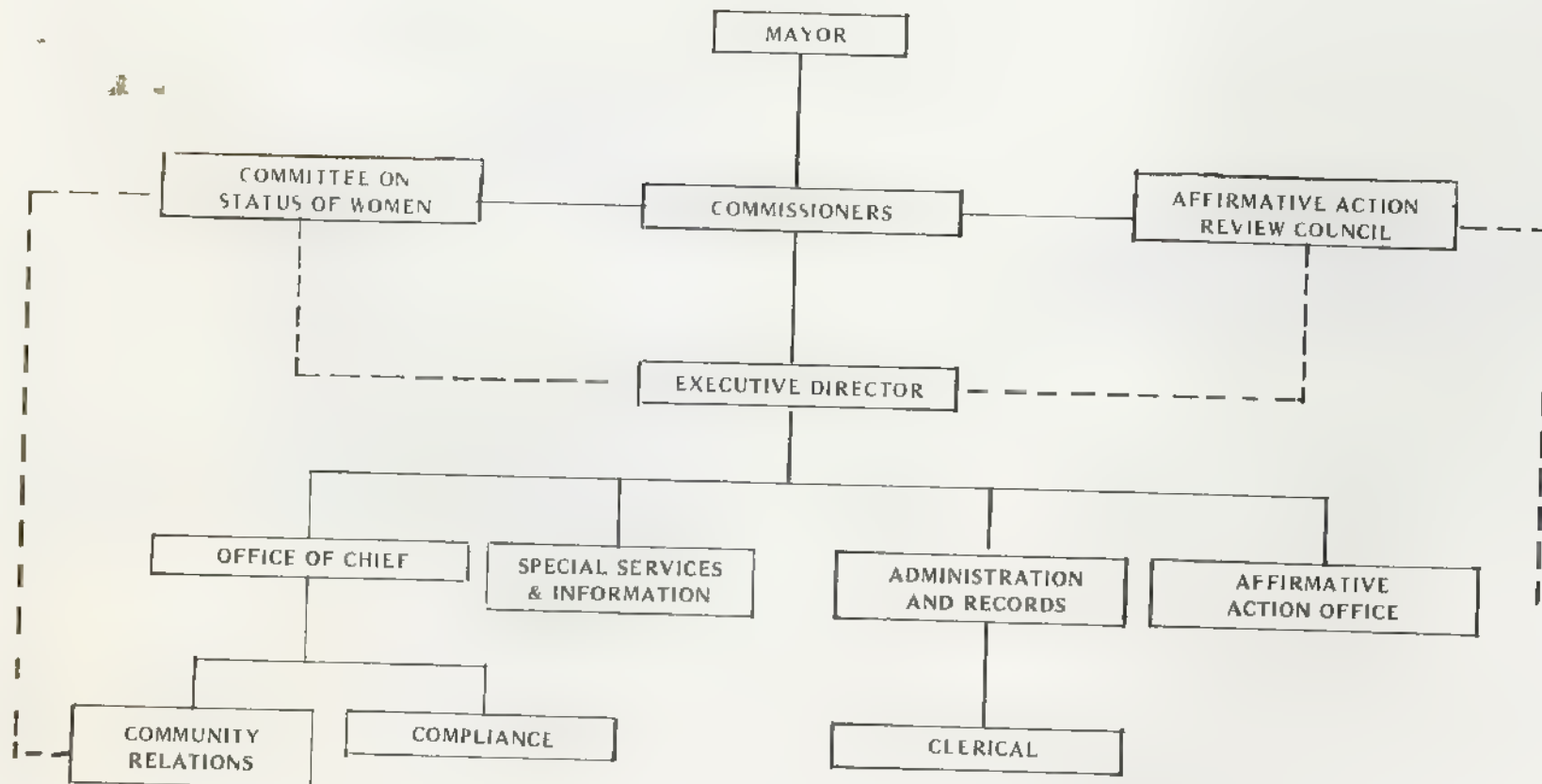
This seminar was planned specifically for the purpose of enlightening the commissioners and staff of the inter-relation activities of other agencies.

The panelists at this seminar were: Mr. Vernon Potter — New Jersey Division on Civil Rights, Mrs. Grace Malone — H.U.D., Mr. Roland Copeland — E.E.O.C., Mr. Stanley Husid — Public Advocate, Mr. Joseph Ford — Department of Justice.

Did You Know That...

- ... the Newark Human Rights Commission celebrated its 25th Anniversary in 1977?
- ... the Newark Human Rights Commission was formerly known as The Mayor's Commission on Group Relations?
- ... in 1952, the Commission had a staff of one, a director, and has expanded to a staff of 41 in 1977?
- ... the Commission staff reflects the ethnic composition of the citizenry of Newark?
- ... this office offers technical assistance to organizations that are developing community programs?
- ... if we cannot solve your problem we will refer you to the proper agency?
- ... the staff is available in crisis intervention?
- ... the Commission has a "hotline" for rumor control 733-8066?
- ... the Commission has a Speakers Bureau?
- ... the Newark Committee on the Status of Women is a branch of our Commission?
- ... Public Hearings on controversial issues are conducted by the Commission?
- ... the Affirmative Action Program for the City of Newark falls under the Commission's umbrella?
- ... there are Human Relations Councils in all of the City's public high schools and several junior high schools?

NEWARK HUMAN RIGHTS COMMISSION ORGANIZATION CHART



THE NEWARK HUMAN RIGHTS COMMISSION

CITY BUDGET FOR 1977

Total Salaries, Wages and Other Pay \$286,991
Total Other Expenses 24,934

Services by contract or agreement \$9,768
Materials and Supplies 4,586
Equipment 8,780
Miscellaneous expenses 1,800

TOTAL \$311,925

In addition, seventeen employees held positions that were federally funded (C.E.T.A.) in 1977.

School Field Representatives 6
Affirmative Action Field Representatives 5
Community Relations Specialists 3
Administrative Aide 1
Personnel Records Clerk 1
Secretarial Assistant 1

Kenneth A. Gibson
Mayor

1977 COUNCIL MEMBERS

Jessa L. Allen
Central Ward

Michael P. Bottone
West Ward

Anthony Carrino
North Ward

Anthony J. Giuliano
At-Large

Sharpe James
South Ward

Henry Martinez
East Ward

Donald Tucker
At-Large

Marie L. Villani
At-Large

Earl Harris
Municipal Council President

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